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By \_\_\_\_\_

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City of Conway, Arkansas  
Ordinance No. O-15-24

**AN ORDINANCE AMENDING ORDINANCE O-10-125, WHICH ADOPTED AN EMPLOYEE HANDBOOK AND PERSONNEL POLICY; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES:**

**Whereas**, the City Council has adopted, pursuant to Ordinance O-10-125, an Employee Handbook to be used for personnel matters for the City.

**Whereas**, a revision of Section I, Employment Polices is needed for the fair and impartial implementation of personnel policies.

**NOW, THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CONWAY, ARKANSAS, THAT:**

**Section 1.** Section I, Employment Polices – Equal Opportunity Employer section shall be amended as follows:

**Equal Opportunity Employer**

The City of Conway is committed to providing equal employment opportunities without regard to race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, marital status or status as a covered veteran in accordance with applicable federal, state, and local laws governing non-discrimination in employment. This policy applies to all terms and conditions of employment, including but not limited to: hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation and training.

**Section 2.** Three (3) copies of the revised Section I, Equal Opportunity Employer section of the Employee Handbook, City of Conway, Personnel Policy shall be and hereafter kept on file in the Office of the City Clerk/Treasurer.

**Section 3.** All ordinances in conflict herewith are repealed to the extent of the conflict.

**Section 4.** This ordinance is necessary for the protection of the public peace, health and safety; an emergency is hereby declared to exist, and this ordinance shall be in full force and effect from and after its passage and approval.

**PASSED** this 24<sup>th</sup> day of February, 2015.

Approved:

Mayor Tab Townsell

Attest:

Michael O. Garrett  
City Clerk/Treasurer